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**Policy NO: 003**

**Category: EMPLOYEE CODE OF CONDUCT**    **DATE OF APPROVAL: Jun 21, 2021**  
**DATE OF REVIEW: Jan 25, 2024**

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The Smoky River Water Commission is committed to maintaining a workplace free from threats and acts of intimidation, harassment and or violence. All employees and the people they communicate with, have the right to work in an environment based upon mutual respect, dignity, and fairness, and one that is free from actions and behaviors that are contrary to respectful, dignified, and fair treatment of the individual. All reported incidents will be investigated, and appropriate corrective measures will be taken to address the incidents in accordance with the Employee Complaint Process Policy.

Certified Operators will abide by the Alberta Water & Wastewater Operator Certification Code of Conduct, that each operator signs prior to receiving certification. (copy attached)